

## EXECUTIVE CHEF PROFILE: CHERRY HILLS COUNTRY CLUB CHERRY HILLS VILLAGE, CO

(Click the link at the bottom of this file to apply.)

### THE EXECUTIVE CHEF OPPORTUNITY AT CHERRY HILLS COUNTRY CLUB

Renowned for its golf history and for hosting USGA events and PGA championships, Cherry Hills Country Club is looking for an executive chef to continue to elevate and grow its food and beverage program as the club looks towards future clubhouse renovation and growth.

This is an opportunity to join a high-performing leadership team at a Platinum Club of America (Cherry Hills is listed in the top 40) and play a key role in planning and executing the club's future. And exciting times are on the horizon for Cherry Hills – a major clubhouse renovation is slated to begin in 2021, the club will celebrate its centennial year in 2022, and it will host its third U.S. Amateur Championship in 2023!

If you are a driven and creative culinarian and passionate servant leader who has a successful track record of innovation, collaboration and team development, this may be the right fit for you – the club has the resources for your team's success including a food truck!

[Click here to view a brief video about this opportunity.](#)

### CHERRY HILLS COUNTRY CLUB

Cherry Hills Country Club was founded in 1922 as "The Cherry Hills Club" in recognition of a cherry orchard located on the club's grounds. Its original focus was golf. Throughout the years Cherry Hills has stood the test of time and is still considered to be one of the true classic golf courses in the landscape of American golf.

And what a storied history of golf Cherry Hills has had! The club has hosted nine USGA events, including three U.S. Opens and two U.S. Amateurs. The club has also hosted three PGA Championships. In 2023, Cherry Hills will host its third U.S. Amateur Championship. Golf's greatest names have walked the fairways of Cherry Hills and the tradition of championship golf looks to continue for years to come at this Mile-High gem.

In addition to its championship, 18-hole, William S. Flynn-designed golf course, Cherry Hills has an executive, par-three golf course, an active racquets program as well as an aquatic center.

The hub of membership activity centers around a 70,000+ square foot clubhouse and, in January 2020, members will vote on undergoing a \$55M renovation and construction project that will positively affect the F&B experience.

### CHERRY HILLS COUNTRY CLUB MISSION STATEMENT

Built upon the values and traditions of golf and today's lifestyles, the Cherry Hills Experience provides members with excellent dining, engaging social activities, health/wellness/fitness opportunities and a variety of recreational activities for all ages, highlighted by the club's internationally-recognized golf course and programs.

### CHERRY HILLS COUNTRY CLUB BY THE NUMBERS:

- 700 members (485 full-resident members)
- \$3.6M annual F&B volume
- 46% *a la carte*/54% banquet
- 63,000 *a la carte* covers per year

- 230 employees (in season)
- 25-35 kitchen employees
- 3 kitchens (banquet and *a la carte* kitchens in the clubhouse and a kitchen in the pool house)
- 62 is the average member age

## FOOD & BEVERAGE OPERATIONS

Twenty-Two is the primary *a la carte* restaurant at Cherry Hills Country Club. Twenty-Two offers lunch and dinner on Tuesday through Sunday and breakfast on the weekends. Twenty-Two seats 180 including outdoor seating. The club also provides dining service in the Men's Grill.

Additional seasonal food outlets include the Halfway House (adjacent to the 6<sup>th</sup> and 7<sup>th</sup> holes on the front nine and the 12<sup>th</sup> and 13<sup>th</sup> holes on the back nine) which offers burgers and hot dogs and the popular Poolside Café which is open for lunch and dinner from May to September and offers a variety of lighter fare such as salads, poke bowls and sandwiches. The Poolside Café typically produces up to 400 covers a day on a busy day and is also especially busy on Friday nights, serving up to 300 people a night. Cherry Hills also operates a food truck which is used for special events around the club grounds.

Cherry Hills private dining rooms include the Ballroom (seats 220), Eisenhower Library (seats 30), Founders Room and Patio (seats 100), and President's Room (seats 16).

As mentioned earlier, the club will be voting on a \$55M clubhouse renovation project that will consolidate the two clubhouse kitchens, open up the *a la carte* side to incorporate a display kitchen, move the pastry shop to a different floor to provide more room for the banquet side of the kitchen, and quadruple the number of private dining spaces. The project will also add a kitchen adjacent to the Men's Grill to service that space as well as some of the new gathering spaces on the second floor.

Cherry Hills averages seven weddings a year and the largest member event takes place on Easter Sunday when the club serves 1,000 members and their guests.

The Cherry Hills campus sits on 194 acres with ample room for a chef's garden, honey bees, etc. The club currently has an herb garden.

## ORGANIZATIONAL STRUCTURE

Cherry Hills Country Club operates under the GM/COO organizational structure. The executive chef reports directly to the Clubhouse Director and works closely with the Clubhouse Director and the GM/COO. The kitchen staff totals 25-35 team members including an executive sous chef, restaurant chef, banquet chef and pastry chef.

**CHERRY HILLS COUNTRY CLUB WEBSITE:** [www.chcc.com](http://www.chcc.com)

## EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) is responsible for all food and pastry production on Cherry Hills's campus; developing concepts, menus, recipes and food purchase specifications; supervising all culinary team members and concept execution; maintaining the highest professional food quality; developing and monitoring departmental food, labor and supply budgets; hiring talent and developing skills in a member-focused environment where team members are led by example. He or she collaborates and works closely with other departments to ensure the club's strategic plan and goals are met.

The EC develops menus with a focus on using season ingredients; trains, mentors and supervises production staff; and maintains impeccable professional food quality and sanitation standards.

The EC is responsible for ensuring that all food is consistently outstanding. The EC knows that quality and consistency are essential to successful culinary operations and understands that producing the CHCC Halfway House Burger is just as important to the member experience as producing a five-course wine dinner. The EC is responsible to ensure that the culinary team takes pride in every meal that they produce and approaches each item on the plate with equal motivation and focus.

The EC creates and updates menus often, incorporates daily specials, and develops and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of Cherry Hills Country Club. With excellent resources, including a food truck, at the culinary team's disposal, thinking "outside-of-the-box" for member dining experiences and events is welcomed and encouraged!

The EC stays current on all culinary trends and is well-versed in accommodating a wide variety of food allergies and intolerances. The EC incorporates gluten-free items on the menu and trains all staff in the proper handling of gluten-free dishes and requests.

The EC is a hands-on leader who positively manages, motivates and directs kitchen staff to achieve the objectives set by the GM/COO, Clubhouse Director and the EC. The EC creates the standards for kitchen policies and procedures, communicates these policies, and ensures that the policies are adhered to by all BOH staff.

The EC leads the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards. The EC pays sharp attention to detail, enforces the highest standards of sanitation and safety, and ensures that all BOH staff approach the standards with the same level of focus.

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals by building on its reputation as an excellent learning and training ground for up and coming culinarians. The EC treats all staff with respect and also requires that of the kitchen team. The EC works to ensure that a positive working atmosphere is maintained throughout all F&B operations.

The EC leads a trained and respectful staff. He or she teaches and mentors the staff but is also teachable. The EC realizes that he or she can learn from every team member (kitchen and FOH staff). The club also fully supports ongoing education and professional development for its executive chef and team members.

The EC is responsible for leading the product knowledge training for FOH personnel through motivational and interactive daily pre-meal meetings and special food knowledge training programs.

The EC is responsible for providing quality employee "family" meals for up to 230 team members; offering both traditional employee favorites and healthy alternatives. The EC understands that happy employees result in happy members!

The EC has a proven track record of controlling food and labor costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs. The EC develops relationships with local farmers and is focused on quality, farm-to-fork production.

The EC works as a strategic and operational partner with the managers and staff of Cherry Hills Country Club to develop information sharing, good communication, superior internal and external customer relationships and high-performance teamwork in order to achieve club objectives. The EC is a "courageous thought partner" with the GM/COO, Clubhouse Director and the entire Cherry Hills Country Club team.

The EC is self-motivated and sets SMART goals – both short and long-term – for him or herself and his or her team and completes the steps to achieve those goals.

The EC is the face of culinary operations and needs to be comfortable conversing and interacting in both the kitchen and dining rooms as he or she interfaces with multiple and diverse constituencies (members, staff, vendors, etc.).

The EC is responsive to club member and team member requests and strives to find creative ways to accommodate reasonable requests. The EC welcomes feedback, constructive criticism and suggestions from members and staff. He or she also understands that the club is continuously evolving and must be able to deliver on the changing desires of the membership. The EC is readily open and embracing of input and is approachable by members and staff.

Ultimately, the Executive Chef of Cherry Hills Country Club is an important and positive face of Cherry Hills' culinary operations. He or she is an integral part of the overall success of the operation and is a strong influencer. The responsibility to lead this facet of the organization from a passionate, creative, supportive, progressive and team-focused perspective is of critical importance for short and long-term success.

## **INITIAL PRIORITIES OF THE EXECUTIVE CHEF**

### **SHORT-TERM GOALS**

- Gain the staff's trust, as well as evaluate and continue to develop, train and mentor the culinary team while promoting fairness and consistency within.
- Learn members' names and culinary and dining preferences. Understand the members in order to meet their requirements and understand what matters most to them.
- Meet with the other departments to understand fully the culture of the club and begin to build collaborative relationships.
- Focus on delivering consistency and high-quality food and service in *a la carte* and banquet operations.
- Evaluate and set appropriate and necessary standards of operation, execution and delivery within the culinary operation; taking ownership for the entire experience from production to final delivery, while working closely and positively with the FOH management team.
- Provide new and exciting culinary experiences for members and guests in *a la carte*, private dining events and member events.
- Earn member trust by instilling confidence through enhanced operations and visibility.
- Develop relationships with local farmers and purveyors.

### **LONG-TERM GOALS**

- Prepare for the clubhouse renovation project including planning for F&B service during construction, designing the new kitchens for greatest efficiency, planning menus, hiring staff, and delivering new and creative dining options. Construction is planned to begin in January 2021.
- Plan and develop ideas for the club's centennial celebration that will take place in 2022.
- Prepare for the U.S. Amateur Championship which Cherry Hills will host in 2023.

## **CANDIDATE QUALIFICATIONS**

The successful candidate:

- Is an effective and passionate leader and culinary professional with a proven track record of providing high-level services with a personality that is commensurately appropriate to Cherry Hills Country Club. Previous private club and/or luxury hotel/resort experience is desirable.
- Has successfully led dynamic culinary operations while providing seasonally driven menus that include healthy options. High standards of consistency, quality and creativity are key for Cherry Hills' culinary program.
- Has the ability to consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with a demonstrated ability to direct, coordinate and control all facets of an active, high volume food and beverage operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.

- Has a successful track record of running *a la carte* and banquet operations simultaneously and has experience growing food and beverage revenue through increased member/guest engagement.
- Is a confident yet humble, proactive team builder who has a history of attracting, developing and retaining high performing staff.
- Has an interest and experience in building internship, externship and/or apprenticeship programs.
- Is knowledgeable about wine and has experience pairing wines, beer and spirits with menu items.
- Has strong organization, communication and collaboration skills.
- Understands the club will only be successful if all departments work together and leads his or her team accordingly.
- Has kitchen design experience as well as restaurant planning and opening experience.
- Has strong troubleshooting and problem-solving skills and experience and is adept at anticipating and therefore fixing an issue before it occurs.
- Has solid computer skills including, but not limited to, Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage multiple restaurants in multiple locations. Experience with Northstar POS software is a plus.

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

The successful candidate:

- Has a Culinary Arts degree from an accredited school and/or is an accredited apprentice program graduate with at least eight years of food production experience.
- Has a minimum of five years' experience as an executive chef at a club or luxury hotel.
- Must be ServSafe certified.

## **SALARY & BENEFITS**

Salary is open and commensurate with qualifications and experience. The club offers a competitive benefits package including ACF membership and professional development as well as a scholarship program.

## **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter (in that order) using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please address your cover letter to the "Cherry Hills Executive Chef Search Committee."

**IMPORTANT:** Save your resume and letter in the following manner:

- *"Last Name, First Name Resume"*
- *"Last Name, First Name Cherry Hills Country Club Cover Letter"*

(These documents should be in Word or PDF format)

*Note:* Once you complete the application process for this search, you are not able to go back in and add additional documents.

**To Apply:** [Click here to upload your resume and cover letter.](#)

If you have any questions, please email Nan Fisher: nan@kkandw.com

## **LEAD SEARCH EXECUTIVE**

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